Capital Resource Network (CRN)

Program Goals and Benefits

- Attract, transition and retain the best and the brightest talent.
- Leverage network membership to meet growing dual-career support needs.
- Increase new employee productivity and loyalty by paving the way forward by reducing transition stress.
- Reduce premature employee turnover (retention) through dual career opportunities and strategic community integration.
- Build a more inclusive, multicultural community.
<table>
<thead>
<tr>
<th>Advisory Council Member</th>
<th>Expertise/Position</th>
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</thead>
<tbody>
<tr>
<td>Irene Nishida (SMUD)</td>
<td>Supervisor Compensation and Selection</td>
</tr>
<tr>
<td>Josh Kimerer (Pacific Coast)</td>
<td>CFO</td>
</tr>
<tr>
<td>Donna Ruiz (Kings)</td>
<td>VP HR Sacramento Kings</td>
</tr>
<tr>
<td>Susan Summers (UC Davis)</td>
<td>Director Staff Recruitment Center of Expertise</td>
</tr>
<tr>
<td>Monica Sugg (Kaiser Permanente)</td>
<td>HR Leader</td>
</tr>
<tr>
<td>Brent Seifert (UC Davis-Health)</td>
<td>Assistant Dean Academic Personnel, UC Davis School of Medicine</td>
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<tr>
<td>Shauna Harrington (VSP Global)</td>
<td>HR Director, VSP Global</td>
</tr>
<tr>
<td>Clay Schmidt (PG&amp;E)</td>
<td>Exec Manager, Energy Solutions</td>
</tr>
<tr>
<td>Shelly Schlenker (Dignity Health)</td>
<td>VP Public Policy, Advocacy &amp; Gov’t Relations</td>
</tr>
<tr>
<td>Sheri Frasinetti (Teichert)</td>
<td>Human Resources Generalist</td>
</tr>
<tr>
<td>Lori Raderschadt (Buzz Oates)</td>
<td>VP Organizational Development</td>
</tr>
<tr>
<td>Debbie Rubens/Maggie Bryan (Shriners)</td>
<td>Director HR/CEO Shriners</td>
</tr>
<tr>
<td>Mellonie Richardson (Los Rios)</td>
<td>Confidential Human Resources Officer Recruitment</td>
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</tbody>
</table>
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DEFINITIONS:

- **Full Referral**: Client has not received a Pre-Hire Consult and the newly employed client will receive full support of all the services: initial consult, new arrival integration, dual career support, cultural transition ($3,000)

- **Continuing Referral**: Client received a Pre-Hire Consult and would like to continue with the full services of integration and dual career support (see Pre-hire for tiered costs).

- **Forms On-Line**: The online system used to submit the CRN services request through the electronic approval process. The MOU is part of this submittal and a separate agreement is not necessary.
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Background:

- No eligibility criteria
- Can be used concurrently with POP or as a standalone service
- Aids recruitment by easing candidate concerns through resources
- Aids retention through integration of new employee into community quickly and helping spouse in employment search.

Services:

- Initial Consult - confidential conversation between client and CRN representative to provide information about services and understand personal priorities of client/family.

- Pre-hire consults (Tiers 1, 2 or 3) - at $200, $400 or $1,100 respectively. Pre-hire helps to answer basic questions and to orient candidate about the benefits and support that is available should the candidate receive and accept an offer.
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- **Tier 1** - Basic introduction to CRN services in person at CRN office, via Skype or over phone at a service cost of $200.00.

- **Tier 2** - Generally a 2 hour conversation with the CRN, over a meal (included) at a service cost of $400.00. At the time of full referral, one half the cost or $200 will be credited back on the full referral of $3,000.00.

- **Tier 3** - Generally half day commitment, one to one conversation at a restaurant where follow up research might also be required. Tour of neighborhoods of interest with vetted agent ($1,000 in closing costs given back) at a service cost of $1,100. At the time of a full referral, one half of the cost will be credited back on the full referral fee of $3,000.00.
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**Dual Career Support**

- Dual career support is a process that happens over time and up to one year.

- The CRN provides one-to-one coaching to help guide the client through the process, including:
  - guidance on industry transition
  - interviewing skills
  - resume/CV development
  - informational meetings and connections
  - professional networking
  - direct access to partnering employers
Recent 3 Month Survey Results Summary

- 75% were new employees, 25% were existing employees.
- 83% agreed that the services benefited their transition (other cases were retention cases).
- 40% believed that the additional support received from the CRN strongly influences their acceptance of their position.
- 50% of clients felt that the services of the Capital Resource Network would be a strong influence in their likelihood to stay with their employer long term.
- Housing and rental assistance, dual career support and family integration were the services deemed most valuable.
- 75% felt that the services of the CRN enabled them to be more productive at work as transition aspects were supported by the CRN staff.
- All the respondents but one, were pleased that the services were confidential.
Recent 3 Month Survey Results Summary

- 100% would recommend the CRN services to another employee or colleague.
- All but one felt that the services of the CRN would be helpful to building a professional network in the area.
- 50% felt that as a result of their CRN experience, they felt more valued by their employer.
- Of the 58% receiving dual career support, 70% felt less likely to look for employment elsewhere in the near future.
## Fee Structure

<table>
<thead>
<tr>
<th>Prehire</th>
<th>Continuing</th>
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</thead>
<tbody>
<tr>
<td>Tier 1</td>
<td>$200.00 Basic, 1 hr</td>
</tr>
<tr>
<td>Tier 2</td>
<td>$400.00 Meal, 2 hr, Partner/Client</td>
</tr>
<tr>
<td>Tier 3</td>
<td>$1,100.00 Meal, agent, ½ day</td>
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</tbody>
</table>

| Full Referral      | $3,000.00                         |
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Questions or Comments

http://academicaffairs.ucdavis.edu/programs/capital_resource_network.html
http://capitalresource.org/